Formatted: Top: 0.5", Bottom: **CHAPTER 15.00: CRIMINAL OFFENDER RECORD CHECKS** 0.5" Formatted: Left 15.01: Purpose Formatted: Font: 10 pt The purpose of 101 CMR 15.01 et seq. is to establish a core standardized policy and procedure for the Executive Office of Formatted: Font: 10 pt Health and Human Services (EOHHS), its agencies, and vendor programs regarding the review of criminal records of Formatted: Left candidates for employment. Deleted: s Deleted: T 15.02: Policy **Deleted:** their state funded or operated Deleted: under consideration It is the policy of EOHHS that an individual's background, including any Criminal Offender Record Information (CORI) and Deleted: or regular volunteer or other relevant information, be carefully considered so that the vulnerable populations served by EOHHS and its agencies are training service in positions at these protected. It is also the policy of EOHHS that qualified rehabilitated offenders are given a fair opportunity to be employed programs and reintegrate successfully into the workforce. Further, a criminal background check should only occur, and its results Deleted: considered, in those instances where a current or prospective employee shall have been deemed otherwise qualified and the content of a criminal record is relevant to the duties and qualifications of the position. Deleted: The Criminal History Systems Board (CHSB) has authorized EOHHS agencies and vendor agencies to receive 15.03: Scope criminal record information regarding present or prospective employees in any EOHHS funded or operated program. (1) Subject to certification by the Criminal History Systems Board (CHSB), criminal history information shall be required Formatted: Left and only considered with respect to the following categories of applicants and employees of EOHHS, its agencies, and Formatted: Font: 10 pt vendor programs: Deleted: In order to ensure that (A) applicants and employees seeking a position that entails the potential for unsupervised contact with program clients; employees or other persons regularly providing services or support to any program or facility are appropriate for (B) applicants and employees for whom a CORI is necessary to comply with other legal requirements, or for whom a CORI serving in their positions with pote [1] is otherwise deemed by EOHHS, its agencies or vendor programs to be relevant to the duties and qualifications of the Formatted: Font: 10 pt position; and **Formatted** [2] (C) employees who apply for a new position that falls within the scope of 101 CMR 15.03(1)(A) or (B). Formatted: Left Formatted: Font: 10 pt (2) Current employees in positions where a CORI is required may be subject to a criminal record review at other times in the Formatted: Left hiring authority's discretion. Notwithstanding the foregoing, the hiring authority shall not take any action based on the CORI unless the CORI reveals criminal activity since the prior CORI, Deleted: 101 CMR 15.00 applie [3] **Formatted** [4] (3) Neither MassHealth providers nor entities or persons who are licensed by an EOHHS agency or who receive a grant from **Formatted** EOHHS or an EOHHS agency are subject to 101 CMR 15.00 solely by virtue of their status as MassHealth providers, [5] EOHHS licensees, or grant recipients. Notwithstanding the foregoing, nothing herein should be construed to limit the **Formatted** [6] MassHealth program or an EOHHS agency from considering a person's CORI or other criminal record information when **Formatted** . [7] determining if he or she may participate as a provider in the MassHealth program, be licensed or receive a grant. Formatted [8] (4) Notwithstanding anything in 101 CMR 15.00, a CORI is not required for EOHHS and EOHHS employees who, as of **Formatted** . [9] May 1, 2009, and for vendor program employees, who, as of July 1, 2009, hold a position where a CORI would otherwise be **Formatted** ... [10] required, but who were not previously the subject of a CORI nor required to have been so under the EOHHS or EOHHS **Formatted** .. [11] agency regulations applicable when the employee was hired. **Formatted** ... [12] (5) Notwithstanding anything in 101 CMR 15.00, EOHHS, EOHHS agencies, and vendor programs, at their expense, may **Formatted** [... [13] use convictions and pending criminal matters in other states in addition to CORI. Such information shall be reviewed in **Formatted** accordance with 101 CMR 15.00 and as if the crime had occurred in Massachusetts. .. [14] Formatted [... [15] (6) Notwithstanding anything in 101 CMR 15.00, 101 CMR 15.00 shall not apply to applicants for positions in or employees **Formatted** [... [16] of vendor programs licensed by the Department of Early Education and Care. Such vendor programs shall be subject to 606 **Formatted** CMR 14.00. [... [17]

(7) The procedures under 101 CMR 15.06 through 15.09 shall be followed for all positions that fall within the scope of 101

CMR 15.03.

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(8) Vendor programs shall not be subject to the within regulations at 101 CMR 15.000 until July 1, 2009. Until such time, vendor programs shall continue to comply with the EOHHS or applicable EOHHS agency regulation about the use of CORI for employment purposes that were in effect on April 30, 2009,

15.04: Definitions

Applicant: Any person seeking employment with EOHHS or an EOHHS agency or their vendor programs including current employees seeking new positions.

Candidate: Any person who is first determined otherwise qualified for the position and has received a conditional offer of employment subject to consideration of any criminal record information.

Client: Any person applying for or receiving EOHHS or EOHHS agency or their vendor program services.

Community Service Worker: Any individual who, as a condition of probation, is applying for a position.

CORI Cleared Employee: Any candidate hired as an employee after the hiring authority completed all requirements of 101 CMR 15.00.

CORI Coordinator: The person designated by the hiring authority to send requests and receive responses from the Criminal History Systems Board (CHSB)

CORI Investigation: The process of requesting, receiving, and evaluating CORI related to candidates for employment,

Criminal History Systems Board (CHSB); The board created under M.G.L. c.6, § 168, which provides for and exercises control over the installation, operation, and maintenance of the data communication system known as the Criminal Offender Record Information (CORI) system.

Criminal Justice Official: Either the candidate's probation officer, parole officer, or correctional facility superintendent (or designee), depending upon whomever had the most recent responsibility for supervision of the candidate. Candidates last supervised in a correctional facility may advise the hiring authority of any employee of the correctional facility who may have specific information about the candidate that would assist the superintendent in his or her assessment process.

Criminal Offender Record Information (CORI): Information regulated by the Criminal History Systems Board (CHSB) and defined under CHSB regulations at 801 CMR 2.03 to include records and data in any communicable form compiled by a criminal justice agency that concern an identifiable individual and relate to the nature or disposition of a criminal charge, an arrest, a pre-trial proceeding, other judicial proceedings, sentencing, incarceration, rehabilitation, or release.

Employees: Individuals holding full and part-time positions, including state employees, contract employees, individual consultants, temporary employees, volunteers, trainees, interns, or students, regardless of whether the individuals receive compensation and the source of funding for the positions. For the purposes of 101 CMR 15.04, a current client of a facility or program who provides services at that facility or program will not be considered an employee of that facility or program,

Employment: Full and part-time positions held by any person, including state employees, contract employees, individual consultants, temporary employees, volunteers, trainees, interns, or students, regardless of whether the person receives compensation and the source of funding for the positions,

EOHHS: The Executive Office of Health and Human Services.

EOHHS agency: Any agency, department, commission, office, board, division, or other body within and subject to EOHHS under M.G.L. c.6A, § 16, including the Office of Elder Affairs.

EOHHS Funded or Operated Program: Any program operated by EOHHS or an EOHHS agency or their wendor programs that provides health and human services for or on behalf of EOHHS or EOHHS agency clients in accordance with a contract under 808 CMR 1.00.

Hiring Authority: The person or persons legally authorized or designated to make hiring decisions within EOHHS or an EOHHS agency or their vendor programs. Different persons may be authorized or designated as responsible for specific parts of the process in making a hiring decision.

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Deleted: receiving a conditional offer for employment or a position as a regular volunteer or trainee, subject to consideration of any criminal record, to provide services for or on behalf of the EOHHS or its vendor agency programs, where such employment or position involves potential unsupervised contact with program clients. Employment includes but is not limited to placement in: state positions; federal positi ... [22]

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No Record: The conclusion from a CORI search that convictions or pending charges relating to the candidate have not been found. A finding of "no record" does not necessarily mean, however, that criminal information is not present in the CORI database.

Otherwise Qualified: An applicant who meets all other employment criteria and consideration for a position.

Pending: A criminal <u>matter is considered pending if the CORI report indicates that the matter remains open and without final resolution, including that the case has been continued without a finding.</u>

Potential Unsupervised Contact: Potential for contact with a client when no other CORI cleared employee is present. A person having only the potential for incidental unsupervised contact with clients in commonly used areas such as elevators, hallways, and waiting rooms, will not be considered to have the potential for unsupervised contact for purposes of 101 CMR 15.03. The term "commonly used areas" does not include bathrooms or other isolated areas that are separated by sight and sound from other staff.

Qualified Mental Health Professional: A psychiatrist licensed to practice medicine under M.G.L. c. 112, § 2, a psychologist licensed under M.G.L. c. 112, § 118 through 121, or an independent clinical social worker licensed under M.G.L. c. 112, § 130 through 132; provided that he or she has at least 1,000 hours of experience over a minimum of two years involving assessment, treatment, and consultation concerning individuals with behavior that presents a risk of harm to others in the community, in the workplace, in treatment settings, or in correctional facilities; provided further that he or she has not provided treatment to the candidate.

Trainee: Any person enrolled in an academic program or participating in a pre_ or post-doctoral training program that is affiliated with an accredited educational institution or hospital, who receives a placement within EOHHS or an EOHHS agency or their vendor programs.

Vendor Program: A program, administered by an individual, corporation, partnership, organization, trust, association, or other entity, that provides services to EOHHS or EOHHS agency clients under a contract issued by EOHHS or an EOHHS agency in accordance with 808 CMR 1.00. An individual or entity will not be considered a vendor program solely because they participate as a MassHealth provider or are licensed by an EOHHS agency or receive a grant from EOHHS or an EOHHS agency.

Volunteer: Any person who works in an unpaid capacity for EOHHS, an EOHHS agency, or vendor program. For the purposes of 101 CMR 15.04 a current client of a facility or program who provides unpaid services at that facility or program will not be considered a volunteer at that facility or program.

Work Release Program: A program of unpaid work performed by an individual under the custody of the state or county correctional system.

15.05: Community Service and Work Release Workers

1) Notwithstanding anything in 101 CMR 15.00, EOHHS or any EOHHS agency or their vendor programs that participate in either a criminal justice related community service program or a work release program must require all individuals who participate to disclose his or her criminal record on a form signed by the candidate's criminal justice official. No inquiry, however, may be made inconsistent with M.G.L. c. 151B, § 4, para 9, which prohibits requiring the disclosure of

(A) an arrest, detention, or disposition regarding any violation of law in which no conviction resulted; or

(B) a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace; or

(C) any conviction of a misdemeanor where the date of such conviction or the completion of any period of incarceration resulting there from, whichever date is later, occurred five or more years prior to the date of such application for employment or such request for information, unless such person has been convicted of any offense within five years immediately preceding the date of such application for employment or such request for information.

(2) In addition, as a condition of participation, the candidate's criminal justice official must conclude in writing that the candidate will not pose an unacceptable risk of harm to clients, or the community service program or work release program will take responsibility for providing physical supervision for the candidate at all times.

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15.06: Application Forms	Formatted [73]
(1) Disclosure of Criminal Records	Formatted [74]
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(A) No initial employment application form may ask whether an applicant has a criminal record. Only a candidate who has been first determined otherwise eligible for a position subject to a CORI and given a conditional offer of employment	Formatted [76]
subject to consideration of any criminal record, may be asked to complete a supplemental form requiring the disclosure of	Formatted [77]
the candidate's criminal record. No inquiry may be made inconsistent with M.G.L. c. 151B, § 4, para 9, referenced under	Deleted: 15.07: Hiring Autho [78]
101 CMR 15.05(1).	Formatted [79]
(B) Any other criminal record information will be obtained in accordance with 101 CMR 15.06(2).	Formatted [80]
(B) This other eriminal record information will be obtained in accordance with 15.50(2).	Deleted: shall
(2) CORI Authorization Forms and Consent	Deleted: eachapplicant a [81]
(A) The hiring authority will ensure that a candidate provides consent to a CORI investigation and where applicable, to the	Deleted: with EOHHS or the v [82]
periodic conduct of further CORI investigations during the course of employment.	Formatted [83]
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(B) All candidates must complete an appropriate CORI authorization form and submit a copy of at least one government- issued photographic identification, such as a driver's license, or if the applicant has not been issued such a form of	Deleted: applicant
identification, then a copy of a government-issued non-photographic identification, such as a birth certificate or social	Deleted: the criminal justice official or
security card.	Deleted:
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(C) The hiring authority will also inform the candidate that his or her CORI may be utilized by qualified mental health professionals conducting themselves in conformance with 101 CMR 15.09 and by EOHHS, EOHHS agency, or vendor	Field Code Changed [84]
program personnel responsible for carrying out the provisions of 101 CMR 15.00.	Formatted [85]
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15.07; CORI Investigations	Deleted: , <u>101 CMR 15.11</u>
13.0½ CORT Investigations	\\
(1) A hiring authority will complete a CORI investigation only after determining that the person is otherwise qualified for	([00]
employment and making a conditional offer of employment to a candidate, subject to consideration of any criminal record. $\begin{bmatrix} u \\ u \end{bmatrix}$	
(2) The hiring authority will confirm an offer only after the hiring authority receives written confirmation that the criminal	([86]
record investigation has resulted in a finding of "no record" or the hiring authority has complied with the requirements of 101	
CMR 15.07, 15.08, and 15.09. The hiring authority will not permit any candidate to commence employment until after the	Pormatted [90] Deleted: 8
candidate is cleared as a result of the CORI investigation in accordance with 101 CMR 15.00.	\\\-\-\-\-\-\-\-\-\-\-\-\-\-\-\-\-\-\-
(3) All CORI investigations that result in a finding of "no record" are transmitted back to the hiring authority and provide	Formatted [91]
sufficient evidence of suitability for hire for 60 business days. In record finding may be valid for consideration for other _	
positions during such 60 days.	Formatted [92]
(4) All CORI investigations that show findings of criminal records are sent immediately to the hiring authority for review and	Deleted: All applicants shall co [93]
action consistent with 101 CMR 15.00.	Formatted [94]
15.00. Findings from CODI Investigations No Engther Devices Outstanding Women'ts	Deleted: After the hiring autho [95]
15.08: Findings from CORI Investigations - No Further Review - Outstanding Warrants	Formatted [96]
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(1) If the CORI investigation reveals a conviction of a Table B crime that is a felony more than ten years old, or a Table B crime that is a misdemeanor more than five years old, and there are no subsequent convictions or any pending cases, the	Formatted [98]
hiring authority will not consider such crime. For purposes of computing the five and ten-year time periods, the time period	Deleted: shall beshall be [99]
will run from the date any court supervision, probation, or sentence was terminated.	Deleted:
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(2) For purposes of 101 CMR 15.08(1), a conviction for violating any protective order under M.G.L. c, 209A or c, 265, including domestic violence or abuse prevention protective orders, will be treated as if it were a felony.	Deleted: shall be
including domestic violence of abuse prevention protective orders, will be treated as it it were a reiony.	Formatted [101]
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(3) If the CORI investigation reveals an outstanding warrant for any offense, the hiring authority will inform the candidate	Formatted [102]
that he or she is ineligible for employment unless the warrant is removed.	Deleted: (1) If the CORI inv [103]
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(4) All CORI reports, including those with a finding of "no record," shall be filed in a secure location.

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- (1) Lifetime Presumptive
 Disqualification. A candidate shall be ineligible for a position in a EOHHS funded or operated program which entails potential unsupervised contact with persons receiving services if he or she has been convicted of any of the crimes listed in 101 CMR 15.16: Table A, or has any pending charges involving crimes in 101 CMR 15.16: Table A unless: ¶
- (a) 1. the candidate's criminal justice official concludes in writing that the candidate, within the position sought in a EOHHS or the vendor agency program, does not pose an unacceptable risk of harm to the persons served by the program; or¶
- 2. if the candidate's criminal justice official has been determined by the hiring authority to be unavailable or has indicated to the hiring authority that she has insufficient information to render an assessment, then the hiring authority shall, at the candidate's request, seek an assessment (the cost of which shall be borne by the hiring authority) of the candidate's risk of harm from a qualified mental health professional and the qualified mental health professional concludes in writing that the candidate, within the position sought in an EOHHS funded or operated program, does not pose an unacceptable risk of harm to the persons served by the program; and¶
- (b) the hiring authority has complied with the provisions of 101 CMR 15.11.¶
- (2) Discretionary Disqualification. A candidate shall be ineligible for a position in a EOHHS funded or operated program which entails potential unsupervised contact with persons receiving services if he or she has been convicted of or has a pending charge for any crime in 101 CMR 15.00: Table B or Table C, unless the hiring authority has complied with the provisions of 101 CMR 15.11.¶

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15.09: Findings from CORI Investigation - Crimes Subject to Review	M	Formatted: Font: 10 p	
(I) If a CODY: A A A A A A A A A A A A A A A A A A A	1111	Formatted	[111]
(1) If the CORI investigation reveals a conviction of a Table A crime, regardless of when it occurred, or pending Table A crime, or a conviction of a Table B crime within the five, and ten-year time periods referenced under 101 CMR 15.08(2), or a	WALL.	Deleted: (a) Time since	
pending Table B crime, the hiring authority will give careful consideration to the following factors in its decision to hire or	1111	Formatted: Font: Bold	([112]
not hire the candidate:	1 111	Deleted: ¶	
(A) time since the conviction or pending offense;	WILL THE	Formatted: Font: Bold	1
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(B) age of the candidate at the time of the offense;	1111111	Formatted: Font: 10 p	nt Bold
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(C) nature and specific circumstances of the offense;		Formatted	
(D) sentence imposed and length of any period of incarceration;		Formatted	[113]
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(E) relationship of the criminal act to the nature of the work to be performed;		Formatted	([115]
(F) number of offenses;		Formatted	[116]
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(G) whether offenses were committed in association with a dependence on drugs or alcohol, from which the candidate has since recovered;			[[118]
since recovered,	11111	Formatted Form 10	([119]
(H) any relevant evidence of rehabilitation or lack thereof, such as information about compliance with conditions of parole or		Formatted: Font: 10 p	
probation, including orders of no contact with victims and witnesses; and the individual's conduct and experience since the		Formatted	[120]
time of the offense, including but not limited to educational or professional certifications obtained; and(I) any other relevant information, including information submitted by the candidate, or requested by the hiring authority.		Formatted	[121]
information, including information submitted by the variations, or requested by the infing addition;		Formatted: Font: 10 p	
(2) The hiring authority, using a form prescribed by EOHHS, will also make a written determination of its decision to hire or		Formatted	([122])
not hire such candidate. This form will document the factors considered and the rationale for the hiring authority's decision. A copy of such written determination will be maintained by the hiring authority in a secure location, together with the CORI		Formatted	([123]
and criminal record disclosure information that may have been requested under 101 CMR 15.06(1)(A). Completion of the	1111111	Formatted	[124]
written determination form will serve to confirm that the hiring authority has carefully reviewed the CORI and other relevant	*11.100 *11.100	Formatted: Font: 10 p	ot
information, including information provided by the candidate, so that the vulnerable populations served by EOHHS agencies are protected and candidates with criminal histories are given a fair opportunity to be employed and to reintegrate		Formatted	[125]
successfully into the workforce.		Formatted	[126]
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(3) (A) In addition, if the hiring authority decides to hire a candidate with a CORI showing a conviction of, or pending Table	11 11/11/11	Formatted	[127]
A crime, the hiring authority will submit the prescribed form to the EOHHS Secretary or the EOHHS agency Commissioner or their designees. The hiring authority will not proceed to hire the candidate for five business days from the date the EOHHS	11 1 1 1 1 1 1 1 1 1	Formatted	[128]
Secretary or the EOHHS agency Commissioner or their designees receive the form. During such time, the EOHHS Secretary	1 1 11 11 11	Formatted	[129]
or EOHHS agency Commissioner or their designees may disapprove the hire or request additional information.		Formatted	[130]
Notwithstanding the foregoing, a hiring authority may proceed to hire the candidate before the expiration of the five-day period if the EOHHS Secretary or EOHHS agency Commissioner or designee, after receiving the prescribed form, informs		Formatted	[131]
the hiring authority that he or she does not intend to disapprove the hire or request additional information.		Deleted: ¶	[132]
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(B) EOHHS or an EOHHS agency may require that the hiring authority's review include the following:		Formatted	[134]
(i) a review by the candidate's criminal justice official, including a determination in writing that the candidate,		Deleted:	
within the position sought, does not pose an unacceptable risk of harm to the clients; or		Formatted	[135]
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(ii) if the criminal justice official has been determined by the hiring authority to be unavailable or has indicated he or		Formatted	[[137]
she has insufficient information to render an assessment, a written determination from a qualified mental-health professional that the candidate, within the position sought, does not pose an unacceptable risk of harm to the clients.	, '.'.	Formatted	[138]
The EOHHS agency or EOHHS, if EOHHS makes the request, will bear the cost of an assessment by a qualified	1	Formatted	[139]
mental-health professional of the candidate's risk of harm.		Formatted	[140]
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(4) If the hiring authority does not wish to hire a candidate with a Table A crime, or a Table B crime within the five-and ten-		Deleted:	
year time periods referenced under 101 CMR 15.08(2), the prescribed form will be completed as outlined in 101 CMR 15.09(2) and will be maintained on file in a secure location.		Formatted: Font: Tim Roman, 10 pt	nes New
(5) Before any determination or hiring decision is made on the basis of the CORL, the hiring authority will comply with all	``	Formatted	[143]
requirements of the CHSB under 803 CMR 2.00 to 9.00 et seq., including	_	Formatted	[144]
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(A) providing a candidate with a copy of his or her CORI, EOHHS CORI regulations, and CHSB information concerning the process for correcting a criminal record;	,	Formatted	[146]
concerning the process for correcting a criminal record,	- j'	Formatted	[147]
(B) notifying the candidate of the potential adverse decision based on the CORI;		Formatted: Bullets ar	nd Numbering
(C) informing the candidate what part of the criminal record appears to make him or her ineligible for the position;	·	Formatted: Font: 10	pt
10) morning the valuation which part of the examination of appears to make him of not mengione for the position	-i	Formatted	[148]
(D) providing the candidate with an opportunity to dispute the accuracy and relevancy of the CORI; and	J_{i}^{i}	Formatted	[149]
(E) upon receipt of any additional documentation received from the candidate or CHSB, reviewing the information with	////	Formatted	[[150]
the candidate and inform him or her of the decision.	111	Formatted: Font: 10	pt
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15.10: Post Audit and Compliance Review		Deleted: 13	
(1) EOHHS or an EOHHS agency may conduct a periodic review of all documentation of compliance with 101 CMR 15.00,	7 16	Formatted: Font: 10	pt
including written determinations of hiring decisions of candidates as required under 101 CMR 15.09(2).	j 197 1 197	Formatted: Left	
(2) If such review or other relevant information obtained by EOHHS or an EOHHS agency raises concerns about the hiring	11/1/ 11/1/ 11/1/	Deleted: HAshall	[[151]
authority's compliance, EOHHS or an EOHHS agency may require the hiring authority to submit documentation for all hiring		Deleted:	
decisions and provide EOHHS or an EOHHS agency five business days to disapprove any decision to hire. EOHHS or an		Deleted: Criminal Offe	ender F [152]
EOHHS agency may require the hiring authority to follow such prior review process for as long a period as it determines is necessary to ensure that the hiring authority is complying.		Field Code Changed	
necessary to ensure that the firing authority is comprying.		Formatted	[153]
(3) Notwithstanding 101 CMR 15.10(2), in the event of noncompliance by a vendor program with any provision under 101		Deleted:	
CMR 15.00, EOHHS may terminate the vendor's contract or take such other action it determines appropriate		Deleted: 4	
15.11: Dissemination		Formatted: Font: 10	pt
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CORI records may be disseminated only to individuals certified by the CHSB to receive such information, such as the hiring authority or CORI Coordinator. The hiring authority will maintain a listing of persons so certified Willful dissemination of		Deleted: agencyn	ЕОН [[154]
CORI to unauthorized individuals is punishable by a jail sentence of up to one year and/or a fine of \$5,000 in addition to civil		Deleted: shall	
penalties, pursuant to M.G.L. c. 6, § 178.		Formatted	[[155]
15.12: Incidents		Formatted	[156]
13.12. Incluents		Formatted	[157]
Any hiring authority that receives an allegation that an EOHHS, an EOHHS agency, or vendor program employee with a		Formatted	[158]
positive CORI history has harmed a client will immediately report the allegation to the EOHHS or EOHHS agency General Counsel, Notification will include documentation of the hiring decision of the hiring authority.		Formatted	[159]
Counset Notification with include documentation of the filling decision of the filling authority.		Formatted: Left	
15.13; Agency Regulations	$\langle \cdot \rangle \langle \cdot \rangle$	Deleted: 5	
101 CMR 15.00 is intended to supersede any EOHHS agency regulations on the use of CORI for employment purposes. To	11/1	Formatted: Font: 10	pt
the extent that any agency regulation may conflict, 101 CMR 15.00 will take precedence.		Formatted: Left	
*	"//	Field Code Changed	
15.14: Severability	///	Formatted	[160]
If any provisions of 101 CMR 15.01 through 15.15, or the applications of such provisions to any person or circumstance are	/	Deleted: 4	
held invalid or unconstitutional, the other provisions of said 101 CMR 15.01 through 15.15 or the application of such		Field Code Changed	
provisions to any person or circumstance other than that as to which it is held invalid or unconstitutional, shall not be affected thereby		Formatted	[161]
thereby.	Ì	Deleted: 4	
15.15; Tables of Offenses		Deleted: 6	
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The offenses included in 101 CMR 15.15 are to be construed as including similar violations of the law of Massachusetts. another state, the United States, or a military, territorial, or Native American tribal authority. If an offense is determined to be similar, the hiring authority will consider the offense as if it were on the same table as the included offense.

TABLE A

<u>Crime Name</u>	MGL
ABANDON CHILD UNDER 10, RESULTING IN DEATH	<u>c. 119, § 39</u>
ABUSE OF PATIENT IN LONG TERM CARE FACILITY	<u>c. 265, § 38</u>
ANIMALS, CRUELTY TO	c. 272, § 77
ARMED CAREER CRIMINAL	<u>c. 269, § 10G</u>
ARSON OF DWELLING HOUSE	<u>c. 266, § 1</u>
ASSAULT, AGGREVATED	c. 265, § 13A(b)
ASSAULT & BATTERY, DANGEROUS WEAPON, AGGREVATED	c. 265, § 15A(c)
ASSAULT & BATTERY, DANGEROUS WEAPON, VICTIM 60 AND OLDER	c. 265, § 15A(a)
ASSAULT & BATTERY ON CHILD	c. 265, § 13J
ASSAULT & BATTERY ON ELDER OR PERSON WITH DISABILITY	<u>c. 265, § 13K</u>
ASSAULT & BATTERY, INTIMIDATION, RACE/COLOR/RELIGION	c. 265, §§ 39(a) and 39(b)
ASSAULT & BATTERY ON RETARDED PERSON	c. 265, § 13F
ASSAULT WITH INTENT TO MURDER OR ROB, ARMED	c. 265, § 18(b)
ASSAULT WITH INTENT TO MURDER OR ROB, VICTIM 60 AND OLDER, ARMED	c. 265, § 18(a)
ASSAULT IN DWELLING, ARMED	c. 265, § 18A
ASSAULT BY DANGEROUS WEAPON, VICTIM 60 AND OLDER	c. 265, § 15B(a)
ASSAULT WITH INTENT TO MURDER OR MAIM	c. 265, § 15
ASSAULT WITH INTENT TO RAPE	<u>c. 265, § 24</u>
ASSAULT WITH INTENT TO RAPE CHILD UNDER 16	<u>c. 265, § 24B</u>
BREAKING AND ENTERING NIGHT, BLDG/SHIP/MOTOR VEHICLE, INTENT TO COMMIT FELONY	c. 266, § 16
CARJACKING, ARMED	c. 265, § 21A
CHILD IN NUDE OR SEXUAL ACT, POSE/EXHIBIT OR DISTRIBUTE MATERIAL	c. 272, §§ 29A and 29B
CHILD ENTICEMENT	c. 265, § 26C
CIVIL RIGHTS VIOLATION, BODILY INJURY	c. 265, § 37
CRIMINAL HARASSMENT, SUBSEQUENT OFFENSE	c. 265, § 43A(B)

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Deleted: contact the CHSB EOHHS CORI Unit whenever a CORI investigation reveals an offense that is not included in 101 CMR 15.16: Tables A, B and C and it appears similar in seriousness to included offenses. The CHSB EOHHS CORI Unit in consultation with the EOHHS General Counsel shall determine, taking into account the purposes of 101 CMR 15.00, if the offense is similar to one of the included offenses. If it is determined to be similar, then it shall be considered to be included in the same table as the included offenses. If it is determined to be not similar, then it shall be considered for inclusion into the appropriate table through the regulatory process. Nothing herein shall preclude the hiring authority from considering any criminal conviction not included in 101 CMR 15.16: *Tables* A, B and C.

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MGL¶ ----------¶ Ä&B, Dangerous Weapon, Vict A&B on Retarded Person c. 265, § 13F¶ Administering Drugs/Sex c. 272, § 3¶ Armed Assault w/Intent to Murder or Rob 265, § 18(b)¶ Armed Assault w/Intent to Murder or Rob, Vict 60+ c. 265, § 18(a)¶ Armed Assault, Dwelling, Armed Assault, Dwelling, w/Felony Intent (265, § 18A¶ Armed Carjacking c. 265, § 21A¶ Armed Robbery c. 265, § 17¶ Assault w/Intent to Murder or Maim 265, § 15¶ Assault w/Intent to Rape c. 265, § 24¶ Assault w/Intent to Rape Child 265, § 24B¶ Attempt Escape or Escape by Prisoner or Sex/Dang 268, § 16¶ Attempt to Murder c. 265, § 16¶ Burning Dwelling Hous ... [162]

Crime Name	MGL
DRUGS, DISTRIBUTE TO MINOR	c. 94C, § 32F
DRUGS, TRAFFICKING IN COCAINE	c. 94C, § 32E(b)(1)-(b)(4)
DRUGS, TRAFFICKING IN HEROIN	c. 94C, § 32E(c)(4)
DRUGS, TRAFFICKING IN MARIJUANA	c. 94C, § 32E(a)(4)
ELDER/DISABLED, PERMIT ABUSE ON	c. 265, § 13K(a ½)
EXPLOSION, MALICIOUS	c. 266, § 101
EXTORTION	c. 265, § 25
FIREARM, ARMED CAREER CRIMNAL	c. 269, § 10G
HOME INVASION	c. 265, § 18C
IDENTITY FRAUD	c. 266, § 37E
INCEST	c. 272, § 17
INDECENT ASSAULT & BATTERY ON PERSON 14 OR OVER	c. 265, § 13H
INDECENT ASSAULT & BATTERY ON CHILD UNDER 14	c. 265, § 13B
INDECENT ASSAULT & BATTERY ON CHILD UNDER 14, AGGRAVATED	c. 265, § 13B½
INDECENT ASSAULT & BATTERY ON CHILD UNDER 14, AGGRAVATED, SUBSEQUENT EVENT	c. 265, § 13B¾
INDECENT ASSAULT & BATTERY ON DIABLED/PERSON OVER 60	c. 265, § 13K
INDECENT ASSAULT & BATTERY ON RETARDED PERSON	c. 265, § 13F
KIDNAPPING	c. 265, § 26
KIDNAPPING MINOR BY RELATIVE, ENDANGER SAFETY	c. 265, § 26A
MANSLAUGHTER (Voluntary or Involuntary)	c. 265, § 13
<u>MAYHEM</u>	c. 265, § 14
<u>MURDER</u>	c. 265, §§ 1 and 2
OBSCENE PICTURES, DISTRIBUTING	c. 272, §§ 28 and 29
OBSCENE MATERIALS HARMFUL TO MINOR, DISTRIBUTE OR POSSESS WITH INTENT TO DISTRIBUTE	c. 272, § 28
PHOTOGRAPH UNSUSPECTING NUDE PERSON/ PHOTOGRAPH OF UNSUSPECTING NUDE PERSON, DISSEMINATE	c. 272, §§ 104(b) and (c)
PRESCRIPTION; FORGERY, ALTER, SUBSEQUENT OFFENSE	c. 94C, § 33(c)
PROSTITUTION, DERIVE SUPPORT FROM	c. 272, § 7
PROSTITUTION, DERIVE SUPPORT FROM CHILD	c. 272, § 4B

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<u>Crime Name</u>	MGL	
PROSTITUTION, INDUCE MINOR TO	c. 272, § 4A	
PROSTITUTION, MAINTAIN HOUSE OF	c. 272, § 6	
PROSTITUTION/UNLAWFUL SEX/ABDUCT PERSON FOR	c. 272, § 2	
PROSTITUTION/SOLICITATION (With Person under 14)	c. 272, § 53A(b)	
RAPE	c. 265, § 22(b)	
RAPE, AGGRAVATED	c. 265, § 22(a)	
RAPE & ABUSE OF A CHILD, AGGRAVATED	c. 265, § 23A	
RAPE & ABUSE OF A CHILD, AGGRAVATED, SUBSEQUENT EVENT	c. 265, § 23B	
RAPE OF CHILD WITH FORCE	c. 265, § 22A	
RAPE OF CHILD WITH FORCE, AGGRAVATED	c. 265, § 22B	
RAPE OF CHILD WITH FORCE, AGGRAVATED, SUBSEQUENT EVENT	c. 265, § 22C	
RAPE OF CHILD (STATUTORY)	c. 265, § 23	
RECKLESS ENDANGERMENT TO CHILDREN	c. 265, § 13L	
ROBBERY, ARMED	c. 265, § 17	
SEX OFFENDER, FAILURE TO REGISTER	c. 6, § 178H(a)	Formatted Table
SEXUAL CONDUCT WITH CHILD UNDER 14, PAY FOR OR FOR FEE	c. 272, § 53A(b)	
SEXUAL INTERCOURSE, ADMINISTER DRUGS FOR	c. 272, § 3	
SEXUAL INTERCOURSE, INDUCE MINOR	c. 272, § 4	
STALKING	c. 265, § 43(a)	← Formatted Table
STALKING IN VIOLATION OF RESTRAINING ORDER	c. 265, § 43(b)	
UNNATURAL ACTS WITH CHILD UNDER 16	c. 272, § 35A	
VIOLATE DOMESTIC PROTECTIVE ORDER	c. 208, § 34C	← Formatted Table
VIOLATION OF PROTECTIVE ORDER (209A)	c. 209A, § 7	
WEAPON OF MASS DESTRUCTION	c. 266, § 102C	
CONSPIRACY TO COMMIT ANY OF THE ABOVE TABLE A CRIMES	c. 274, § 7	
ACCESSORY BEFORE THE FACT OF ANY OF THE ABOVE TABLE A CRIMES	c. 274, § 2	
ATTEMPT TO COMMIT ANY OF THE ABOVE TABLE A CRIMES	c. 274, § 6	

TABLE B

<u>Crime Name</u>	MGL	Felony or Misdemeanor
ABANDON CHILD UNDER 10	c. 119, § 39	<u>M</u>
ACCESSORY AFTER FACT (VARIABLE)	c. 272, § 4	<u>F</u>
ACCOSTING; LEWD & LASCIVIOUS CONDUCT; INDECENT EXPOSURE	c. 272, § 53	<u>M</u>
AFFRAY	c. 272, § 53	<u>M</u>
AID ESCAPE FROM CUSTODY	c. 268, § 17	<u>M</u>
ALCOHOLIC BEVERAGES, SELL/DELIVER TO PERSON UNDER 21	c. 138, § 34	<u>M</u>
ALIEN IN POSSESS OF FIREARM	c. 140, § 131H	<u>M</u>
ASSAULT	c. 265, § 13A(a)	<u>M</u>
ASSAULT WITH INTENT TO ROB, UNARMED	c. 265, § 20	<u>F</u>
ASSAULT & BATTERY	c. 265, § 13A(a)	<u>M</u>
ASSAULT & BATTERY ON PUBLIC SERVANT/POLICE OFFICER	c. 265, § 13D	<u>M</u>
ASSAULT & BATTERY ON CORRECTIONAL OFFICER	c. 127, § 38B	<u>F</u>
ASSAULT & BATTERY DANGEROUS WEAPON	c. 265, § 15A(b)	<u>F</u>
ASSAULT BY DANGEROUS WEAPON	c. 265, § 15B(b)	<u>F</u>
ASSAULT WITH HYPODERMIC NEEDLE, SYRINGE	c. 265, § 15C(a)	<u>F</u>
ASSAULT & BATTERY WITH HYPODERMIC NEEDLE, SYRINGE	c. 265, § 15C(b)	<u>F</u>
ATTEMPT TO INJURE DEPOSITORY OF VALUABLES	c. 266, § 16	<u>F</u>
BETTING; TAKING, ALLOWING	c. 271, § 17	<u>M</u>
BODY ARMOR, USE OF IN COMMISSION OF FELONY	c. 269, § 10D	<u>F</u>
BOMB SCARE /HIJACK THREAT	c. 269, § 14	<u>F</u>
BOMB/EXPLOSIVES, UNLAWFUL POSSESSION	<u>c. 148, § 35</u>	<u>M</u>
BREAKING AND ENTERING DAY, INTENT TO COMMIT FELONY, PERSON IN FEAR	c. 266, § 17	<u>F</u>
BREAKING AND ENTERING DAY, INTENT TO COMMIT FELONY	c. 266, § 18	<u>F</u>
BREAKING AND ENTERING RAILROAD CAR	c. 266, § 19	<u>F</u>
BREAKING AND ENTERING TRUCK, INTENT TO COMMIT FELONY	c. 266, § 20A	<u>F</u>
BREAKING AND ENTERING, INTENT TO COMMIT MISDEMEANOR	c. 266, § 16A	<u>M</u>
BRIBERY OF A POLICE OFFICER (state/local official or member of the judiciary)	c. 268A, § 2	<u>F</u>
BRIBERY/GIFTS TO INFLUENCE BUSINESS AFFAIRS	c. 271, § 39	<u>F</u>

Crime Name	MGL	Felony or Misdemeanor
BURGLARIOUS TOOLS, MAKE OR POSSESS	c. 266, § 49	<u>F</u>
BURGLARIOUS TOOLS, MOTOR VEHICLE MASTER KEY, MAKE OR POSSESS	c. 266, § 49	<u>F</u>
BURGLARY, ARMED	c. 266, § 14	<u>F</u>
BURGLARY, UNARMED	c. 266, § 15	<u>F</u>
BURNING BUILDING	c. 266, § 2	<u>F</u>
BURNING MOTOR VEHICLE OR PERSONAL PROPERTY	c. 266, § 5	<u>F</u>
BURNING TO DEFRAUD INSURANCE CO.	c. 266, § 10	<u>F</u>
BURN MOTOR VEHICLE, WILLFUL & MALICIOUS	c. 266, § 127	<u>F</u>
CIVIL RIGHTS VIOLATION, NO BODILY INJURY	c. 265, § 37	<u>M</u>
COMPOUNDING OR CONCEALING FELONY	c. 268, § 3	<u>F</u>
CONTRIBUTE TO DELINQUENCY OF CHILD	c. 119, § 63	<u>M</u>
CONFINE OR PUT IN FEAR TO STEAL OR ATTEMPT TO STEAL	c. 265, § 21	<u>F</u>
CREDIT CARD, LARCENY OR MISUSE OF	c. 266, § 37B	<u>M</u>
CREDIT CARD, UNAUTHROIZED USE, OVER \$250	c. 266, § 37C	<u>F</u>
CRIMINAL HARASSMENT	c. 265, § 43A(a)	<u>M</u>
DANGEROUS WEAPON, CARRYING	c. 269, §§ 10(b) and 10(d)	<u>F</u>
DANGEROUS WEAPON, UNLAWFUL POSSESSION	c. 269, § 10(b)	<u>F</u>
DEFACEMENT OF REAL OR PERSONAL PROPERTY	c. 266, § 126A	<u>F</u>
DESTRUCTION OF PROPERTY OVER \$250, MALICIOUS	c. 266, § 127	<u>F</u>
DISORDERLY CONDUCT	c. 272, § 53	<u>M</u>
DRUGS, LARCENY FROM AUTHORIZED PERSON	c. 94C, § 37	<u>F</u>
DRUGS, FAILURE TO KEEP RECORDS	c. 94C, § 15	<u>M</u>
DRUGS, ILLEGAL POSSESSION CLASS C SUBSTANCE	c. 94C, § 34	<u>M</u>
DRUGS, ILLEGAL POSSESSION CLASS D SUBSTANCE	c. 94C, § 34	<u>M</u>
DRUGS, ILLEGAL POSSESSESSION CLASS E SUBSTANCE	c. 94C, § 34	<u>M</u>
DRUGS, DISPENSE WITHOUT PRESCRIPTION OR WHEN NOT REGISTERED	c. 94C, § 25	<u>M</u>
DRUG PARAPHENELIA, DISTRIBUTE OR INTEND TO DISTRIBUTE	c. 94C, § 32I(a)	<u>M</u>
DRUG PARAPHENELIA, SELL TO MINOR	c. 94C, § 32I(B)	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE CLASS A SUBSTANCE	c. 94C, § 32	<u>F</u>

Crime Name	MGL	Felony or Misdemeanor
DRUGS, MANUFACTURE/DISTRIBUTE CLASS B SUBSTANCE	c. 94C, § 32A	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE CLASS C SUBSTANCE	c. 94C, § 32B	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE CLASS D SUBSTANCE	c. 94C, § 32C	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE CLASS E SUBSTANCE	c. 94C, § 32D(a)	<u>M</u>
DRUGS, MANUFACTURE/DISTRIBUTE/DISPENSE CLASS B SUBSTANCE	c. 94C, § 32A	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE/DISPENSE CLASS A SUBSTANCE WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, MANUFACTURE/DISTRIBUTE/DISPENSE CLASS B SUBSTANCE WITHIN 1000 FT. SCHOOL	<u>c. 94C, § 32J</u>	<u>F</u>
DRUGS, MOTOR VEHICLE HOMICIDE, NEGLIGENT OPERATION	c. 90, § 24G(b)	<u>F</u>
DRUGS, POSSESS CLASS A SUBSTANCE	c. 94C, § 34	<u>M</u>
DRUGS, POSSESS CLASS A SUBSTANCE, INTENT TO DISTRIBUTE	c. 94C, § 32(a)	<u>F</u>
DRUGS, POSSESS CLASS B SUBSTANCE	c. 94C, § 34	<u>M</u>
DRUGS, POSSESS CLASS B SUBSTANCE, INTENT TO DISTRIBUTE	c. 94C, § 32A(a)	<u>F</u>
DRUGS, POSSESS CLASS C SUBSTANCE, INTENT TO DISTRIBUTE	c. 94C, § 32B(a)	<u>F</u>
DRUGS, POSSESS CLASS C SUBSTANCE, SUBSEQUENT OFFENSE	c. 94C, § 34	<u>M</u>
DRUGS, POSSESS CLASS D SUBSTANCE, INTENT TO DISTRIBUTE	c. 94C, § 32C(a)	<u>F</u>
DRUGS, POSSESS CLASS D SUBSTANCE, SUBSEQUENT OFFENSE	c. 94C, § 34	<u>M</u>
DRUGS, POSSESS CLASS E SUBSTANCE, INTENT TO DISTRIBUTE	c. 94C, § 32D	<u>M</u>
DRUGS, POSSESS CONTROLLED SUBSTANCE WITH INTENT TO DISTRIBUTE, SUBSEQUENT OFFENSE	c. 94C, § 32(b)	<u>F</u>
DRUGS, POSSESS COUNTERFEIT SUBSTANCES WITH INTENT TO DISTRIBUTE	c. 94C, § 32G	<u>F</u>
DRUGS, POSSESS CLASS A SUBSTANCE WITH INTENT TO DISTRIBUTE WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, POSSESS CLASS B SUBSTANCE WITH INTENT TO DISTRIBUTE WITHIN 1000 FT. SCHOOL	<u>c. 94C, § 32J</u>	<u>F</u>
DRUGS, POSSESS CLASS D SUBSTANCE WITH INTENT TO DISTRIBUTE WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, TRAFFICKING IN COCAINE WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, TRAFFICKING IN HEROIN WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, TRAFFICKING IN MARIJUANA WITHIN 1000 FT. SCHOOL	c. 94C, § 32J	<u>F</u>
DRUGS, UNLAWFULLY OBTAINING CONTROLLED SUBSTANCE	c. 94C, § 33	<u>F</u>

Crime Name	MGL	Felony or Misdemeanor
<u>EMBEZZLEMENT</u>	c. 266, §§ 51-52, 55-59	<u>F</u>
ENTER WITHOUT BREAKING,, BLDG/SHIP/MOTOR VEHICLE, INTENT TO COMMIT A FELONY, PERSON IN FEAR	c. 266, § 17	<u>F</u>
ENTER WITHOUT BREAKING A DWELLING IN NIGHT, INTENT TO COMMIT FELONY	c. 266, § 18	<u>F</u>
ENTER WITHOUT BREAKING, TRUCK, WITH INTENT TO COMMIT FELONY	c. 266, § 20A	<u>F</u>
ESCAPE BY PRISONER	c. 268, § 16	<u>F</u>
ESCAPE, FURLOUGH	c. 268, § 16	<u>F</u>
EXPLOSIVES, THROWING	c. 266, § 102	<u>F</u>
EXPLOSIVES, THROW/PLACE/EXPLODE OR POSSESS WITH INTENT TO INJURE	c. 266, § 102	<u>F</u>
FIREARM, CARRYING LOADED RIFLE/SHOTGUN	c. 269, § 12D(a)	<u>M</u>
FIREARM, CARRYING LOADED OR UNLOADED FIREARM ON A PUBLIC WAY; UNENCLOSED CASE	c. 269, § 12D(b)	<u>F</u>
FIREARM, DISCHARGE WITHIN 500 FT. OF A BUILDING	c. 269, § 12E	<u>M</u>
FIREARM, DISCHARGE WITHIN 500 FT. OF A DWELLING OR NEAR HIGHWAY	c. 131, § 58	<u>M</u>
FIREARM LICENSE/ID CARD, FALSE	<u>c. 140, § 131I</u>	<u>F</u>
FIREARM, POSSESS WITHOUT FIRE ARMS ID	c. 269, § 10(h)	<u>M</u>
FIREARM, POSSESS OF, SERIAL/ID NUMBER OBLITERATED	c. 269, § 11C	<u>F</u>
FIREARM, POSSESS OF, SERIAL/ID NUMBER OBLITERATED, USED IN COMMISION OR ATTEMPTED COMMISION OF A FELONY	c. 269, § 11B	<u>F</u>
FIREARM, SELL WITHOUT LICENSE	c. 140, § 128	<u>F</u>
FIREARM, SHOTGUN, BARREL UND 18 "SAWED OFF", POSSESS, SUBSEQUENT OFFENSE	c. 269, § 10(d)	<u>F</u>
FIREARM, SHOTGUN, BARREL UND 18 "SAWED OFF", POSSESS	c. 269, § 10(c)	<u>F</u>
FIREARM UNATTENDED	c. 269, § 10(h)	<u>F</u>
FIREARM, UNLAWFUL POSSESSION, COMMISSION FELONY	c. 265, § 18B	<u>F</u>
FIREARM, SHOTGUN, UNLAWFUL POSSESSION	c. 140, § 129C	<u>M</u>
FIREARM VIOLATION, CARRY WITH AMMUNITION	c. 269, § 10(n)	<u>M</u>
FORGED INSTRUMENT, UTTER	c. 267, § 5	<u>F</u>
FUGITIVE FROM JUSTICE	c. 276, § 20A	<u>M</u>
GUN PERMIT, FALSE INFORMATION FOR	<u>c. 140, § 129</u>	<u>M</u>

Crime Name	MGL	Felony or Misdemeanor
HOAX DEVICE/SUBSTANCE, POSSESS/TRANSPORT/USE	<u>c. 266, § 102A</u> ½	<u>F</u>
INDECENT EXPOSURE	c. 272, § 53	<u>M</u>
INFERNAL MACHINE, POSSESS	c. 266, § 102A	<u>F</u>
KIDNAPPING MINOR BY RELATIVE	c. 265, § 26A	<u>M</u>
KILL BEAST, WILLFUL & MALICIOUS	c. 266, § 112	<u>F</u>
LARCENY, MOTOR VEHICLE OR TRAILER	c. 266, § 28	<u>F</u>
LARCENY, PERSON	c. 266, § 25	<u>F</u>
LARCENY, PERSON 65+	c. 266, § 25	<u>F</u>
LARCENY BY CHECK UNDER \$250	c. 266, § 37	<u>M</u>
LARCENY BY CHECK OVER \$250	c. 266, § 37	<u>F</u>
LARCENY FIREARM	c. 266, § 30	<u>F</u>
LARCENY IN BLDG, SHIP, VESSEL, OR RR CAR	c. 266, § 20	<u>F</u>
LARCENY IN TRUCK/TRAILER	c. 266, § 20B	<u>F</u>
LARCENY OVER \$250	c. 266, § 30	<u>F</u>
LARCENY UNDER \$250	c. 266, §30	<u>M</u>
LARCENY, BANK EMPLOYEE OR OFFICER	c. 266, § 52	<u>F</u>
LEAVE SCENE AFTER PERSONAL INJURY, MOTOR VEHICLE	<u>c. 90, §</u> 24(2)(a½)(1)	<u>M</u>
LEWD & LASCIVIOUS CONDUCT	c. 272, § 53	<u>M</u>
LEWDNESS, OPEN & GROSS	<u>c. 272, § 16</u>	<u>F</u>
LIQUOR, PROCURE FOR MINOR	c. 138, § 34	<u>M</u>
MACHINE OR SAWED OFF SHOT GUN, POSSESSION OF	c. 269, § 10(c)	<u>F</u>
MACHINE GUN, POSSESSION OF WITHOUT LICENSE	c. 269, § 10(c)	<u>F</u>
MANSLAUGHTER BY OPERATING UNDER THE INFLUENCE	<u>c. 265, § 13 ½</u>	<u>F</u>
MEDICAL ASSISTANCE (MEDICAID) FRAUD	c. 118E, § 40	<u>F</u>
MEDICAL ASSISTANCE (MEDICAID) KICKBACK	c. 118E, §41	<u>F</u>
MOTOR VEHICLE HOMICIDE, RECKLESS OPERATION	c. 90, § 24G(b)	<u>F</u>
MOTOR VEHICLE HOMICIDE, UNDER INFLUENCE DRUGS, NEGLIGENT OR RECKLESS	c. 90, § 24G(a)	<u>F</u>
MOTOR VEHICLE, USE OF IN COMMISSION OF FELONY	c. 90, § 24(2)(a)	<u>F</u>

<u>Crime Name</u>	MGL	Felony or Misdemeanor
MOTOR VEHICLE HOMICIDE, UNDER INFLUENCE LIQUOR	c. 90, § 24G(b)	<u>F</u>
MOTOR VEHICLE HOMICIDE, UNDER INFLUENCE LIQUOR, NEGLIGENT OR RECKLESS	c. 90, § 24G(b)	<u>F</u>
MOTOR VEHICLE, OPERATING AFTER LICENSE REVOKED FOR DRUNK DRIVING	<u>c. 90, § 23</u>	<u>M</u>
MOTOR VEHICLE, OPERATING UNDER INFLUENCE OF DRUGS, ALCOHOL	<u>c. 90, §</u> 24(1)(a)(1)	<u>M</u>
MOTOR VEHICLE, OPERATING UNDER INFLUENCE OF DRUGS, ALCOHOL, 3 RD AND SUBSEQUENT OFFENSE	<u>c. 90, §</u> 24(1)(a)(1)	<u>F</u>
MOTOR VEHICLE, OPERATING UNDER INFLUENCE OF DRUGS, LIQUOR, 3 RD AND SUBSQUENT OFFENSE	c. 90, § 24	<u>F</u>
MOTOR VEHICLE, TAKE WITHOUT AUTHORITY, STEAL PARTS	<u>c. 266, § 28</u>	<u>F</u>
OBSCENE MATERIALS, POSSESS WITH INTENT TO DISTRIBUTE	c. 272, § 29	<u>F</u>
OBSCENE LITERATURE, SELL TO MINOR	<u>c. 272, § 28</u>	<u>M</u>
OBSTRUCTION OF JUSTICE	Common law	M [See c. 279, § 5 re: penalty for common law crimes.]
PERJURY	<u>c. 268, § 1</u>	<u>F</u>
PRESCRIPTION; FORGERY, ALTER	c. 94C, § 33(b)	<u>F</u>
PRESCRIPTION, UTTER FALSE	c. 94C, § 33	<u>F</u>
PRISONER, DELIVER ARTICLES TO OR FROM INMATE	<u>c. 268, § 31</u>	<u>F</u>
PRISONER, DELIVER DRUGS TO	<u>c. 268, § 28</u>	<u>F</u>
PROSTITUTION/SOLICITATION	c. 272, § 53A	<u>M</u>
PROSTITUTION, ENGAGING IN SEX "JOHN"	<u>c. 272, § 53A</u>	<u>M</u>
PROSTITUTION, KEEP HOUSE OF	<u>c. 272, § 24</u>	<u>M</u>
PROSTITUTE, SOLICIT FOR	<u>c. 272, § 8</u>	<u>M</u>
RESISTING ARREST	<u>c. 268, § 32B</u>	<u>M</u>
RIOT	<u>c. 269, § 1</u>	<u>M</u>
ROBBERY, UNARMED	c. 265, § 19(b)	<u>F</u>
ROBBERY, UNARMED, VICTIM 60+	c. 265, § 19(a)	<u>F</u>
SHOPLIFTING, 3 RD OR SUBSEQUENT OFFENSE	c. 266, § 30A	<u>M</u>
STOLEN PROPERTY, RECEIVE, OVER \$250	c. 266, § 60	<u>F</u>

Crime Name	MGL	Felony or Misdemeanor
STOLEN MOTOR VEHICLE, RECEIVE/BUY	c. 266, § 28(a)	<u>F</u>
TELECOMMUNICATIONS FRAUD	<u>c. 166, § 42A</u>	<u>M</u>
TELEPHONE CALLS, ANNOYING OR OBSCENE	c. 269, § 14A	<u>M</u>
UNNATURAL ACTS	<u>c. 272, § 35</u>	<u>F</u>
VANDALIZE CHURCH/SYNAGOGUE/CEMETERY	c. 266, § 127A	<u>F</u>
VANDALIZE SCHOOL/CHURCH/EDUCATIONAL BLDG	<u>c. 266, § 98</u>	<u>F</u>
WITNESS, INTIMIDATE OR RETALIATE AGAINST	c. 268, § 13B	<u>F</u>
CONSPIRACY TO COMMIT ANY OF ABOVE TABLE B CRIMES	_	_
ATTEMPTS TO COMMIT ANY OF THE ABOVE TABLE B CRIMES	_	_
ACCESSORY BEFORE ANY OF THE ABOVE TABLE B CRIMES	_	_

REGULATORY AUTHORITY

101 CMR 15.00: M.G.L. c. 6A, § 16 and c. 71B, § 12C.

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In order to ensure that employees or other persons regularly providing services or support to any program or facility are appropriate for serving in their positions with potential unsupervised contact, a Criminal Offender Record Information (CORI) check shall be performed on all candidates. It is the policy of EOHHS that convictions of certain crimes may pose an unacceptable risk to the vulnerable populations served by the EOHHS agencies. 101 CMR 15.00 set forth minimum standards.

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101 CMR 15.00 applies to applicants for positions which entail potential unsupervised contact in EOHHS funded or operated programs that provide people with EOHHS services, including volunteers and trainees. At the discretion of the hiring authority, the scope of 101 CMR 15.00 may be expanded to include volunteers, interns, students or other persons regularly offering support to any program or facility in either a paid or unpaid capacity whose services do not entail the potential for unsupervised client contact, upon appropriate certification by the CHSB.

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consideration of any criminal record, to pro agency programs, where such employment program clients. Employment includes but positions; positions funded by grants, bond Page 2: [23] Formatted	or position involves po is not limited to place	otential unsupervised contact with ment in: state positions; federal
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maintained by the Board of Probation regard	ding criminal informatio	n of persons within the Massachusetts
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unsupervised contact with persons receiving has been convicted of any crime, or has pen <i>Table C</i> , unless the hiring authority has com-	g services at an EOHHS ding any charge for any	funded or operated program if he or she crime in 101 CMR 15.16: <i>Table B</i> or s of 101 CMR 15.11.
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Lifetime Presumptive Disqualification: A category of offenses, compiled as 101 CMR 15.16: Table A, for which conviction of any such offense results in a presumption of a lifetime disqualification for employment or other service which entails potential unsupervised contact with persons receiving services in any EOHHS funded or operated program, due to the presumed unacceptable risk posed by the nature of the crime to persons receiving services. A lifetime presumptive disqualification shall become a discretionary disqualification if:

- (a) the candidate's criminal justice official concludes in writing that the candidate, within the position sought, does not pose an unacceptable risk of harm to the persons served by the program; or
- (b) if the criminal justice official has been determined by the hiring authority to be unavailable or has indicated to the hiring authority that she has insufficient information to render an assessment, then the hiring authority shall, at the candidate's request, seek an assessment of the candidate's risk of harm from a qualified mental health professional and the qualified mental health professional concludes in writing that the candidate, within the position sought, does not pose an unacceptable risk of harm to the persons served by the program.

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The provision of client services by any indi or other entity through funding by or contra		ership, organization, trust, association
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15.05: Applicant Disclosure of Criminal Record Information

All applicants for a position with EOHHS or a vendor agency program shall complete an application form that contains a section requiring the applicant to disclose whether or not he/she has a criminal record and what crimes, if any, he or she has been convicted of consistent with M.G.L. c. 151B, § 4, para 9. The application shall not require an applicant to disclose:

- (a) an arrest, detention, or disposition regarding any violation of law in which no conviction resulted; or
- (b) a first conviction for any of the following misdemeanors: drunkenness, simple assault, speeding, minor traffic violations, affray, or disturbance of the peace; or
- (c) any conviction of a misdemeanor where the date of such conviction or the completion of any period of incarceration resulting there from, whichever date is later, occurred five or more years prior to the date of such application for employment or such request for information, unless such person has been convicted of any offense within five years immediately preceding the date of such application for employment or such request for information. No application for employment shall be considered complete unless the applicant completes this section.

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with EOHHS or the vendor agency program.		
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11, 101 CMR 15.13 and 101 CMR 15.14		
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Page 4: [89] Deleted (2) The hiring authority shall require, as a investigation. The hiring authority shall coreceives written confirmation that the crim or until the hiring authority has complied and 101 CMR 15.11.(3) The hiring author volunteer service until after the candidate with 101 CMR 15.00.	onfirm an offer of a position in all record investigation hawith the requirements of 10 ity shall not permit any cand	n only after the hiring authority is resulted in a finding of "no record" I CMR 15.08, 101 CMR 15.09, 15.10 didate to commence employment or
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All applicants shall complete a CORI Sup	plement form.	
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(1) If the CORI investigation reveals a fine	ding of	
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(a) a " lifetime presumptive disqualific		record, as specified in 101 CMR 15.10

(a) a "lifetime presumptive disqualification" on the candidate's record, as specified in 101 CMR 15.10 the candidate shall be informed by the hiring authority that he or she is ineligible for any position in a EOHHS funded or operated program where there is potential unsupervised contact with persons applying for or receiving services, unless the provisions of 101 CMR 15.10 and 15.11 are complied with.

(b) a crime that is a "discretionary disqualification" on the candidate's record, the candidate shall be informed by the hiring authority that he or she is ineligible for any position in an EOHHS funded or operated program where there is potential unsupervised contact with persons applying for or receiving services, unless the provisions of 101 CMR 15.11 are complied with.

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any position in an EOHHS funded or oper persons applying for or receiving services		s potential unsupervised contact with
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Each candidate for whom the CORI investigation reveals a "lifetime presumptive disqualification", who has otherwise met the requirements for further consideration set forth in 101 CMR 15.10, or a "discretionary disqualification" shall, unless the hiring authority has decided to withdraw the conditional offer of a position, receive additional review by the hiring authority to determine if the candidate poses an unacceptable risk of harm to the persons served by the program within the position sought. In reviewing the candidate's appropriateness for employment given the concern for client safety, due weight shall be given to the following factors:

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- (a) Time since the conviction;
- (b) Age of the candidate at the time of the offense;
- (c) Seriousness and specific circumstances of the offense;
- (d) The nature of the work to be performed;
- (e) The number of offenses;
- (f) Any relevant evidence of rehabilitation or lack thereof;
- (g) Any other relevant information, including information submitted by the candidate or requested by the hiring authority.

Information considered pursuant to 101 CMR 15.11(1)(g) may include documentation from the candidate's criminal justice official, if not already supplied pursuant to $\underline{101 \text{ CMR } 15.10(1)}$ treating professional, or other knowledgeable source, such as the police, courts, or prosecutin attorneys.

- (2) Following the review, the Hiring Authority shall determine whether:
 - (a) To hire the candidate based upon a determination that the candidate does not pose a danger to the program's clients; or
 - (b) To not hire the candidate.

Nothing herein shall be construed as preventing the hiring authority from deciding not to hire the candidate for any other reason.

- (3) If a decision is made to hire the candidate, the hiring authority shall make a written determination of such decision, documenting the considerations outlined in 101 CMR 15.11(1)(a) through (g), and the rationale for the conclusion that the candidate does not pose a danger to the program's clients within the position sought.
- (4) The hiring authority shall submit such written determination to EOHHS immediately upon a decision to hire the individual.
 - (a) If the candidate has been convicted of or has a pending charge for any of the crimes listed in 101 CMR 15.16: Tables A and B, the hiring authority shall not proceed to hire the individual for five business days during which time the Secretary may, after review of the determination, disapprove the hire.
 - (b) If the candidate has been convicted of any other offense, or has a pending charge for any offense in 101 CMR 15.16: *Table C*, the hiring authority may proceed to hire the individual,

unless the provisions of 101 CMR 15.11(6) apply.

- (5) EOHHS shall conduct an annual review of such written determinations for candidates with crimes listed in Table C to ensure compliance with the requirements of <u>101 CMR 15.09</u>, <u>15.10</u>, and 15.11.
- (6) Based on the annual review pursuant to 101 CMR 15.11(5) or other relevant information obtained by EOHHS that raises concerns about the hiring authority's compliance with these requirements, EOHHS may require the hiring authority to submit such written determinations prior to hiring the individual. The Secretary shall have five business days following receipt of the determination to disapprove the hire. EOHHS may require the hiring authority to follow such prior review process for as long a period as it determines is necessary to ensure that the hiring authority is complying with the requirements of 101 CMR 15.09, 15.10, and 15.11.

15.12: Exemption from Certain Requirements

The Secretary may grant a funded or operated program an exemption from the requirements of <u>101</u> <u>CMR 15.11(4)(a)</u>, except for those candidates in the lifetime presumptive disqualification category, upon a determination by the Secretary that an exemption is warranted following consideration of the following criteria:

- (1) the service needs and level of vulnerability of the clients served by the program;
- (2) the potential benefits and risks to those clients as a result of the exemption;
- (3) the hiring authority's capacity to perform the review required by 101 CMR 15.11.
- (4) Whenever the Secretary grants the exemption, he/she shall document in writing the basis for determining that the exemption is warranted, including providing an assessment of the level of vulnerability of the clients served by the program. The Secretary may revoke the exemption at any time and without prior notice. No program shall be eligible for an exemption pursuant to 101 CMR 15.12 if it serves clients 16 years of age or younger or if it serves a population that is primarily 65 years of age or older:

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A&B on Police Officer
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A&B or Assault on Correctional Officer
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Abandon w/o Support of Spouse, or Minor Child
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Abandon M/V
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Alien in Possess of Firearm
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Annoying Phone Calls
Assault
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Attempt to Injure Depository of Valuables
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B&E, Intend to Comm Misdemeanor
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B&E Recognizance Violation
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Being Present Where Heroin Kept
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Discharging Weapon near Highway/Dwell, Hun
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C. 94C, §
Distribute Controlled, Substan w/o Prescription
C. 94C, §
Engaging in Sex, Prostitution, "John"
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Enter w/o Brk, Truck, Intend Comm Felony
C. 266, §
Fail to Keep Records on Controlled Substance
C. 94C, §
Gaming, Implements Found Present, Manager
C. 271, §
Gaming, Implements Found Present, Owner
C. 271

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House of Ill Fame
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Illegal Possess Class D Substance
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Indecent Exposure
Larceny by Check
Larceny More
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Larceny in Truck/Trailer
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Larceny, M/V or Trailer
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c. 273, § 1
Leave Comm w/o Support Minor Child out of Wdlock
Leave Comm w/o Support of Spouse & Minor Child
Leave Scene after Personal Injury, M/V
                                                             c. 90, § 24(2)(a
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                                                             c. 272, §
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Lewd & Lascivious Speech & Behavior
Malicious Destruc, Pers/Real Prop, over $250
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Manufacture/Distribute Class E Substance
                                                             c. 94C, § 32D(a)
Non-support of Minor Child out of Wedlock
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Non-support of Minor Child(ren)
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Obstruct Justice
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                                                              c. 272, §
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Operate M/V under Influence, Drugs
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24(1)(a)(1)
Operate M/V under Influence, Liquor
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Possess Altered FID Card
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Possess Counterfeit Subs W/intent Distribute
                                                             c. 94C, § 32G
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Possess Dangerous Weapon Unlawfully
Possess Hypodermic Syringe or Needle
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Possess Obscene "Pornographic" Material
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Riot		c.	269,	§	1
Sell/Deliver Alcoholic Beverages Person under 21		C.	138,	§	34
Soliciting Prostitute		C.	272,	§	8
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Violate Support Order, Minor Child out of Wdlock		C.	273,	§	15
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Willfully & Maliciously Kill Beast		C.	266,	§	127

Conspiracy to Commit any of above Offenses Attempts to Commit any Crime in This Category Accessory Before any Crime in this Category